

Relationship of Nurse Motivation Factors With Discharge Planning Implementation During COVID- 19 In the Inpatient Unit of RSKM

by Indah Mukaromah

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Relationship of Nurse Motivation Factors With Discharge Planning Implementation During COVID-19 In the Inpatient Unit of RSKM

Sih Mirah^{*1}, Zulfa Khusniyah², Indah Mukarromah³

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Faculty Of Health Sciences, Universitas Pesantren Tinggi Darul Ulum University, Jombang, Indonesia

¹ sihmirah66@gmail.com; ² zulfakhusniyah@fik.unipdu.ac.id; ³ indahmukarromah@fik.unipdu.ac.id

* Corresponding author

ABSTRACT

Keywords:
Nurse,
Motivation,
Discharge Planning

Discharge planning (DP) is part of the nurse's duty to make patients independent when they return home in taking care of themselves after treatment and improving the quality of patient health. That's implementation has not been optimal, resulting in patients will experience medication errors and are likely to be re-treated within 30 days after leaving the hospital (Family Care Giver Alliance, 2010). During the Covid-19 pandemic, 8 out of 10 inpatient unit nurses at the RSKM have not done DP and 2 other nurses have not filled in according to standard operating procedures due to lack of willingness and focus on handling complaints cases and also length of treatment. The aim was to analyze the relationship between nurses' motivation and the implementation of DP in RSKM. The research design is cross sectional in the inpatient unit of RSKM used a total sampling technique of 43 respondents. The instruments are a nurse motivation questionnaire and a check list the implementation of DP in the medical record document of patients who will go home (RSKM Medical Record Document, 2021) and it used Spearman Rank ($\alpha \leq 0.05$). Most of the nurses (46.5%) have good motivation due to more than ten years of service, but the implementation of DP is less (53.5%). The P-value is 0.005 with a correlation coefficient -.425, means that there is a significant relationship between the motivation of nurses and the implementation of DP with a moderate degree of relationship and a negative relationship direction. During the COVID-19 pandemic, several nurses were confirmed positive and some nurses were reassigned to the Covid-19 isolation unit, so the nurse ratio was reduced impact on fatigue and decrease performance related to deficient DP implementation.

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I. INTRODUCTION

Discharge Planning (DP) is one of the important elements in nursing services. DP is a coordinated interprofessional process to develop a treatment plan or program for providing continuing health education in preparing patients who are treated to be able to independently care for themselves after the patient leaves treatment in health services, which includes meeting nutritional needs, activities/exercise, medicines, and instructions specifically, namely the signs and symptoms of the patient's illness in order to maintain or achieve maximum function after returning from hospital treatment (1-2). However, currently there are still various problems related to the implementation of DP where the implementation is part of the nurse's duties.

Studied at Bandung and Yogyakarta as many as 54 and 61% of nurses did not implement DP, and RSAM Bukittinggi showed as many as (38%) nurses said the implementation of DP was not good (3-5). The results of this study prove that the implementation of DP has not run optimally, it can result in losses for patients. Failure in the patient care planning program at home and will affect the level of dependence of the patient, and the severity of the patient at

home (2). In line with data from the Family Caregiver Alliance (6), that as a result of improper discharge planning, as many as (40%) patients experienced more than 65 medication errors after leaving the hospital, and 18% of patients who were discharged from the hospital were hospitalized again. sick within 30 days. This shows the big impact of the implementation of discharge planning that is not good.

Nurses have an important role in discharge planning because nurses interact the most with patients (7). Its role is to identify specific patient needs, as well as maintain or restore optimal patient conditions and evaluate the continuity of nursing care in order to improve the quality of patient health. Nurses need to prepare what will be delivered in a good way, as well as approach techniques that focus on important areas known as METHOD (Medications, Environment, Treatment, Health Teaching, Outpatient Referrals, Diet). This component is important to convey to patients and families in order to know about the drugs given, a good environment for patients, therapy and exercise necessary for the patient's health, information on re-control time and services in the community and diet (8).

The results of the initial interview on March 5, 2020 to nurses in the inpatient unit of the RSKM as many as 8 out of 10 nurses had not carried out the DP and 2 other nurses did not fill in according to standard operating procedures due to lack of willingness and focus on handling complaints cases and length of treatment. Not all discharge planning submissions are given completely due to the large number of patients with various diagnoses, the lack of personnel, and the high routine of officers, so that most patients receive incomplete DP. These problems are related to the shortage of nurses, nurses' job dissatisfaction and the poor working environment of nurses. The influencing factors are ability and expertise, knowledge, work design, personality, leadership, leadership style, organizational culture, job satisfaction, work environment, loyalty, and work motivation (9).

Motivation is one of that encourages someone to behave in achieving a goal. The size of the motivation depends on each person (10). The motivational factor has a strong relationship, if motivation increases, the nurse's performance will increase, where motivation in a person's personality encourages the individual's desire to carry out certain activities in order to achieve a goal. (11-12). The impact if motivation is lost in nurses is that the operational system will not run well and smoothly.

RSKM is a type C Private Hospital with Five Star Plenary Accreditation status which is obliged to provide quality and quality health services according to community needs, including promotive, preventive, curative and rehabilitative services to provide safe, effective and quality health services by prioritizing the interests of patients (UU No. 44 of 2009). DP is carried out since the patient is received in a health service unit, especially a hospital, where the patient's time span is to shorten the length of hospitalization. So far, discharge planning has not been carried out optimally due to time constraints and the process of implementing discharge planning at the Inpatient Unit RSKM has never been evaluated. The purpose of the study was to identify the relationship between the motivational factors of nurses and the implementation of discharge planning in the inpatient unit of RSKM

II. METHOD

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The research design used cross sectional. The place of research was carried out in the inpatient unit of RSKM. The population of all nurses in the inpatient unit is 43 people, with a total sampling technique. The independent variable is the motivation of nurses and the dependent variable is the implementation of discharge planning. Collecting data by using a questionnaire. Data analysis used Spearman statistical test ($\alpha \leq 0.05$).

III. RESULTS AND DISCUSSION

1. Results

Table 1. Characteristics of Respondents

Characteristics	F	%
A. Gender		
1. Male	18	41,8
2. Female	25	58,1
B. Marital Status		
1. Married	28	65,1
2. Unmarried	15	34,8
C. Education		
1. Bachelor	21	48,8
2. Diploma	22	51,1
D. Work Experience		
1. < 2 years	5	11,6
2. < 5 years	8	18,6
3. ≥ 5 years	10	23,2
4. ≥ 10 years	20	46,5

Source: Primary Data, 2021

Based on the table 1, it is known that the number of female respondents is more than male, most of the respondents are married, and the level of education is more than half of diploma nursing graduates and work experience of more than 10 years.

Table 2 Motivation of Nurses in the Inpatient Unit Kristen Mojowarno Hospital, Jombang.

No	Motivation Category	F	%
1.	Less	8	18,6
2.	Pretty Good	15	34,9
3.	Good	20	46,5
	Total	43	100

Source: Primary Data, 2021

Based on table 2, it is known that the motivation of nurses in implementing discharge planning at Mojowarno Hospital is mostly good (46.5%).

Table 3 Implementation of Discharge Planning in the Inpatient Unit in Kristen Mojowarno Hospital, Jombang.

No	Implementation of Discharge Planning	F	%
1.	Less	23	53,5
2.	Pretty Good	10	23,3
3.	Good	10	29,3
	Total	43	100

Source: Primary Data, 2021

Table 3 shows that the implementation of discharge planning in the inpatient unit of RSKM Mojowarno is mostly lacking.

Table 4 The Relationship Between Nurses' Motivation and the Implementation of Discharge Planning in the Inpatient Unit Kristen Mojowarno Hospital, Jombang

Motivation	Implementation of Discharge Planning						Total	
	Less		Pretty Good		Good			
	F	%	F	%	F	%	F	%
Less	1	12,5	2	25	5	62,5	8	100
Pretty Good	9	60	3	20	3	20	15	100
Good	13	65	5	25	2	10	20	100

27 *Uji Spearman's Rank* $P = 0,005; r = -0.425$

The results of the study on the motivation of nurses with the implementation of discharge planning obtained 13 nurses who had good motivation, but the implementation of discharge planning was lacking. And there are 5 nurses who have less motivation, but the discharge planning implementation is good. Based on the results of statistical tests obtained $p = 0.005$ and $r = -0.425$. P is smaller than the value of (0.05), which means that there is a significant relationship between the motivation of nurses and the implementation of discharge planning with a moderate relationship strength, but the direction is negative or not in the same direction. The results of these statistical tests indicate that the high motivation of nurses is not followed by the implementation of good discharge planning.

2. Discussion

Motivation according to Nursalam (13) is a human psychological characteristic that contributes to a person's level of commitment. It includes the factors that cause, channel, and sustain human behavior in certain determined directions. Motivation is a mental drive that moves and directs human behavior (14). If a person's motivation is good, then that person will have the determination to complete his work tasks and responsibilities. Good work motivation will encourage the achievement of good work performance as well, thus will have a positive impact on hospital performance. Good nurse performance plays an important role in supporting the achievement of organizational or hospital goals (15).

Discharge planning is the process of preparing patients who are hospitalized to be able to independently take care of themselves after treatment (1-2). Meanwhile, according to Nursalam (16) discharge planning is the process of starting patients getting health services until the patient feels ready to return to his environment. Means discharge planning is an action that aims to be able to make the patient independent after discharge. Implementation of the ideal discharge planning, starting from the patient's first admission to the hospital until the day of discharge. Discharge planning that has been successfully implemented will lead to the patient's return from the hospital there will be no obstacles and can reduce the days or length of treatment and prevent recurrence, but on the contrary if discharge planning is not carried out properly it can be one of the factors that prolong the healing process which will relapse and be re-treated (17).

Discharge Planning is part of the nurse's performance in providing nursing care to patients and is an important element in nursing services. Nurse performance is influenced by several factors, one of which is motivation. This is in line with research conducted by (Irena, 2017) that there is a significant relationship between motivation and the performance of nurses in the inpatient room of RSUD Dr. R.M. Pratomo Baganapapi with a p value of 0.003 (<0.05) and a POR value = 6.3, which means that nurses who have low motivation have 6.3 times the chance to have low performance compared to those who have high motivation, on the other hand nurses who have high motivation have the opportunity to have high performance. too high.

The results of this study found that almost half of the nurses at Mojowarno Hospital had high motivation, but the implementation of discharge planning was more than half the result was less. Although the results of statistical analysis spearman state that there is a significant relationship between the motivation of nurses and the implementation of discharge planning, the direction of the relationship is negative, which means that high motivation of

nurses is not followed by good discharge planning. Based on an interview with the head of the room at Mojowarno Hospital, this is probably due to the increasing workload of nurses in the room during the COVID-19 pandemic. The number of nurses who were confirmed to be COVID-19 caused the number of nurses to work in the room to decrease and the number of nurses who were temporarily transferred to the Covid isolation room further reduced the number of nurses in the inpatient room. This increases the workload of nurses and causes physical fatigue which affects the performance of nurses, including in the implementation of discharge planning.

Nurses are the most common health workers in health services and have longer contact with patients than other health workers. Nurses are at the forefront of handling Covid-19 patients and have a high risk of contracting COVID-19. The risk of being exposed to COVID-19 either from co-workers, patients or from people who appear healthy but actually carry the virus that causes Covid-19, poses a psychological burden for nurses. Changes in work patterns in hospitals due to the COVID-19 pandemic, the use of personal protective equipment in the long term also adds to the psychological burden of nurses in the COVID-19 pandemic era (18). In short, it can be concluded that in the era of the COVID-19 pandemic, nurses experienced an increase in their workload both physically and psychologically, which then affected their performance in providing nursing services to patients, including the implementation of discharge planning, even though nurses still had high work motivation.

IV. CONCLUSION

There is a significant relationship between the motivation of nurses and the implementation of discharge planning in the inpatient unit at Mojowarno Jombang Christian Hospital with a moderate correlation coefficient and a negative relationship direction

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